

F.Y.I.

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F.Y.I. is a news bulletin for employees of the Michigan Department of Corrections, published by the MDOC Office of Public Information and Communications, Editor Gail Madziar.

DEPARTMENT TO IMPLEMENT COURT ORDER ON STAFFING FEMALE HOUSING UNITS

Gender-specific staffing in selected assignments was initially proposed by former Director Bill Martin as a result of a 1999 federal lawsuit settlement agreement. Among the requirements of that settlement agreement, the department was mandated to assign female staff in all reception and housing assignments at female facilities as well as assign one female transportation team member when transporting female prisoners.

In 1999 the department began the process to comply with the directive through attrition. Since that time the case

has continued to be tied up in the courts. The final outcome of the case now rests with its possible consideration by the U.S. Supreme Court. The court's decision of whether or not to hear the case is expected in October or November of this year.

In the following report, MDOC Director Patricia L. Caruso answers questions about the impact the implementation of the settlement will have on the department.

Why did former Director Bill Martin agree to the terms of the settlement and what message does that send about equality and fairness?



MDOC Director
Patricia L. Caruso

P.C. We're a society that really believes in nondiscriminatory behavior. Bill Martin struggled with this difficult decision because he knew that by far the overwhelming majority of the officers were good people doing the right thing every day. Although there

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HURRICANE KATRINA RELIEF EFFORTS

Director Patricia Caruso has been in contact with the director of the Louisiana corrections department, Secretary Richard Stalder, and has offered the department's assistance to the Louisiana corrections employees and their families who have been affected by the hurricane.

"I greatly appreciate the thoughts and prayers of the corrections community," said Secretary Stalder.

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were some substantiated sexual assaults, he knew that all male officers were not the problem and that the majority of the accusations were false.

However, he came to the conclusion that he could not change the environment that generated these accusations if he didn't take the bold step to remove male staff from select assignments and get hold of the situation.

What does this mean to male officers currently working in the female facilities?

P.C. The settlement agreement applies only to housing unit assignments, transportation and reception. While transportation and reception requirements have been met, the male C/Os and RUOs who are in the targeted housing unit positions will be transferred to other assignments within the facility or if they choose they may transfer to another facility

What would the department have to do to become compliant with the agreement?

P.C. The department is very close to compliance at this time. Since 1999 we gradually have been working toward compliance through attrition. People were being realigned within the facility and we had already come into compliance with reception and transportation. We also have a timetable set up which outlines the requirements for the remaining changes. While some assignment transfers and shift changes are unavoidable, for the most part we are using voluntary transfers and have accomplished the majority of changes gradually over the past five years.

In addition, we just recently sent out letters asking for female officers to voluntarily transfer to the Scott and Huron Valley facilities and Camp Brighton, and we have received some response from officers who are interested in relocating.

Why is the department going ahead with the removal of male officers if the case is still pending consideration by the Supreme Court?

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HURRICANE RELIEF EFFORTS CONTINUED FROM PAGE 1

The Louisiana corrections department is working hard to assist Orleans Parish and south Louisiana with the aftermath of the flooding.

"At this time Secretary Stadler is on the scene securing the Orleans Parish Prison and surrounding perimeter," said Director Caruso. "He has asked that we give him a few days to assess the situation and evaluate their needs."

The MDOC plans to raise funds to help the corrections workers and families in the stricken states of Louisiana and Mississippi. One hundred percent of the donations collected by the MDOC for this relief effort will go directly to those affected corrections employees and their families.

Next Thursday, September 8, is being earmarked as MDOC fund-raising day. Mark your calendars and watch for more information next week.

"We all want to help those folks who have been devastated by the hurricane any way we can," said Director Caruso. "I'm sure if Michigan encountered a disaster, it would mean a lot for fellow DOC employees throughout the country to come to our aid."

Nation-wide relief efforts for the hurricane disaster are being coordinated by the American Red Cross disaster relief fund. For more information visit: www.redcross.org.

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“I’ve worked almost 20 years in this department and I hold the staff in high esteem. I have tremendous respect for the professionalism of department employees.”

—Director Caruso

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P.C. Even though we were close to having enough female officers to staff the needed positions, the requisite changes have resulted in the disruption of some positions and that is unfortunate. I know that some of the officers in those positions feel they are being punished for the actions of others. I sympathize with them and agree that it isn’t fair. However, not complying with the settlement puts us in an indefensible position for current and future litigation. We can no longer defend our position not to make the changes simply because it disrupts some

assignments within a facility.

We plan to run an academy for women officers who will be assigned to the women’s facilities. Once we are fully compliant and those new officers are on board, it’s our goal to review selected staffing assignments.

We also have talked to representatives of the Michigan Corrections Organization about what we were doing and have kept them involved. We’ve chosen to implement this directive in a way that we feel is the least disruptive to our facilities and the people involved while fulfilling our

obligations to the taxpayers of the state.

What will the U.S. Supreme Court decision mean to the MDOC?

P.C. Whether the Supreme Court chooses to hear the case or not, the department will go ahead with plans to remove male officers and RUOs from assignments in the female housing units. If the court does decide to hear the case, we expect it to be in litigation for another year.

Can the department choose not to comply?

P.C. We don’t have a choice in the matter if we don’t want the federal government to just

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Michigan Corrections Association (MCA) Third Annual Golf Outing is September 8

The Michigan Corrections Association (MCA) Third Annual Golf Outing will be held on September 8 at the Copper Ridge Golf Club in Davison.

Check-in time is 7:30 a.m. with a 9:00 a.m. shotgun start. The registration fee is \$75 per person with a \$5 discount (\$70) for current or new MCA/ACA members. Included are 18 holes of golf, cart, range, BBQ cookout and great prizes.

Contact Amy L. Hasbrouck, Standish Maximum Correctional Facility, for a registration form at (989) 846-7000 ext. 1152.

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move in and run those prisons. This is part of a settlement with the federal government and is not optional. We are obligated to comply.

How do you respond to those who might try to make a connection between the recent *Detroit News* articles on sexual assault in the women's facilities and the sudden decision to remove the male officers from the housing assignments?

P.C. First, it's not a sudden decision. As I said earlier, we've been moving in that direction since 1999. In April 2005, when the Court of Appeals upheld the decision, the department started to outline all the positions covered under the settlement that were not yet compliant taking into account the seniority, union, supervisory and pay issues that had to be addressed. We were in the process of doing all this when the *Detroit News* series ran in May.

By mid June when the appeal was filed with the Supreme Court, we already had an actual snapshot of the situation in our facilities. At that time, it became apparent that we could no longer delay compliance because we knew that we could accomplish the goal by reassigning people within the facility. We then decided we had to move forward with the Scott facility because we were already so close to compliance there.

How has the move from Western Wayne to Huron Valley Complex impacted the requirement?

P.C. With the move to the Huron Valley Complex in December of last year, we added to our staff by picking up all the forensic security aides (FSA) from the Department of Community Health so they would not lose their jobs. This gave us a pool of additional female C/Os beginning last April when the first FSAs graduated from training. With the move and the additional C/Os, Huron Valley is already very close to compliance.

When do you expect to have all the changes finalized?

P.C. The Scott facility is in compliance now. In 60 days we expect Huron Valley to be set and Camp Brighton will be completed approximately 90 days from that date. Camp Brighton will be our biggest challenge simply because of the limited number of assignments in a camp. But by the time we have to bring Camp Brighton into compliance we should have new academy employees.

Does the department plan to move female officers out of positions in the male housing units?

P.C. No, the reason we are moving the male officers from the selected assignments is because of the settlement agreement to a specific lawsuit with the federal government.

I want to stress that over familiarity or sexual misconduct between any staff person and any prisoner regardless of gender is prohibited. It will result in employee discharge and, if felonious conduct was involved prosecution will be requested.

What kind of impact do you expect this change to have on the staff and the department?

P.C. I want to make it clear that this court action is the result of the deeds of a very few individuals. Thousands of people have worked in these prisons over the years, and while one assault is certainly one too many, those few are not representative of the many honorable and dedicated individuals who have worked in these prisons over the years. DOC staff are professionals and they will rise to this challenge just as they have with all the other challenges they face in their jobs on a daily basis. I've worked almost 20 years in this department and I hold the staff in high esteem. I have tremendous respect for the professionalism of department employees.

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PFAFF EARNS PROFESSIONAL EXCELLENCE AWARD

RPA Barbara Bock recently presented the department's Professional Excellence Award to Julie Pfaff, departmental analyst at Parnall Correctional Facility (SMT). Pfaff was selected as a recipient of this award because of her willingness to help others and her loyalty and dedication to her supervisor, co-workers and the department.

Pfaff was appointed by the director to sit on a committee to rewrite the

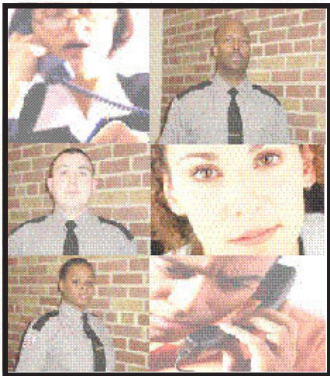
Mission Statement for the Department. She also assisted the warden's office in rolling out Vision and Values to the staff at SMT. Julie also was involved in the prisoner property reduction while at the State Prison of Southern Michigan.

"Julie's integrity, professionalism and striving for excellence are what people see from her every day," said SMT Warden Harold White.

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From left: RPA Barbara Bock and Julie Pfaff



ACT NOW TO STOP A SUICIDE

National Suicide Prevention Week is Sept. 4 through Sept. 10, 2005. Suicide is the third leading cause of death among young people, the eighth leading cause among males and the nineteenth among females.

Many times a death by suicide can be prevented. Most people who attempt suicide do not wish to die but *at the moment* consider death to be the only alternative to their current suffering.

Seventy percent of people who commit suicide tell someone about their plans or give warning signs. Professional assistance provided to people contemplating suicide can give them a sense of hope that there are other alternatives to their crisis.

In conjunction with National Suicide Prevention Week, the Employee Service Program encourages you to **ACT** now to stop a suicide: Acknowledge your concern, take it seriously and be willing to listen; Care, take the initiative and voice your concern; and assist in seeking Treatment immediately for the individual.

The Employee Service Program's Web site www.michigan.gov/esp, has a suicide risk questionnaire in the article "*Suicide—Is Someone You Know at Risk?*" Employee Service Program counselors are available by calling (517) 373-7630 or (800) 521-1377. The National HopeLine Network is available 24 hours 7 days a week by calling 800-SUICIDE (800-784-2433) and for TTY call 800-448-1833. In the event of a life-threatening emergency you should go immediately to the nearest emergency room. Your local police can be contacted at 911 for assistance if needed.

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ANOTHER SUCCESSFUL BLOOD DRIVE

DOC staff in the Lansing area teamed up to collect 45 productive pints of blood for the Central Office Red Cross blood drive. A total of 56 volunteers including four first-time donors turned out to assist. Volunteers

for this effort included: Russ Misner, Mike Montgomery, Dale Lehman, Tony Lopez, Kathy Tobe, Dianne Reinsch, Yolanda Thomas, Bertha Anderson, Jan Hoag, Pat Brubaker, Renee Scott, Linda Ahti, Bill Hudson, Kent Austin,

Mark Drake and Dave Silsbury.

If your office or facility is hosting a blood drive, please consider sharing that information with **F.Y.I.** Send your information to madziagl@michigan.gov.

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RE-ENTRY CONFERENCE SET FOR SEPT. 19

The second annual Michigan Prisoner ReEntry Initiative Conference *Michigan Prisoner ReEntry: Meeting the Challenges of Statewide Implementation* is set for September 19 at the Kellogg Center in East Lansing. Registration is at 8:00 and the conference

runs from 9:00 a.m. until 4:30 p.m.

The meeting will host the top re-entry professionals from across the country. They will present their recommendations for implementation and incorporate lessons learned from other states and organizations as well as

provide the best of current and suggested re-entry policies.

For more information visit www.publicpolicy.com/MPRI.

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LT. AND DEPT. EARN THRASHER AWARDS

Lt. Jeff Howard, Gus Harrison Correctional Facility, was awarded the 2005 Frederick Milton Thrasher Award during the National Gang Crime Research Center Conference held in Chicago last month. The Thrasher Award was created in 1992 to honor and recognize outstanding individuals for superior service, accom-

plishments, or leadership in the fight to make our society safer from the threat posed by violent criminal gangs.

Lt. Howard has been active in the department's Security Threat Group (STG) program and this award recognizes him for those efforts. In addition, the department's STG program

received one of only two exemplary program awards.

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Lt. Jeff Howard

LAW ENFORCEMENT TORCH RUN IS SEPTEMBER 10-16

The 2005 Law Enforcement Torch Run begins its 750-mile relay on September 10 in Copper Harbor. The run, which includes teams from the Michigan Department of Corrections, Michigan State Police and Fraternal Order of Police, concludes on September 16 in Sterling Heights.

On Thursday, September 15 at midnight, the Midnight Madness run pauses at the State Capitol in Lansing where runners and a convoy of vehicles

will proceed down Michigan Avenue to the Coral Gables Restaurant in East Lansing. DOC staff as well as the public are encouraged to run or lend their support by cheering on the runners.

For details about Midnight Madness or the LETR contact Michael Marutiak at (517) 780-5021. For information about the LETR in your area visit http://www.somi.org/torchrun/torchrun_week2005.php

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EMPLOYEE SERVICE PROGRAM COUNSELOR



Andrea Hartman has been a counselor with the Employee Service Program's (ESP) Detroit Office since 1990. She is the lead counselor for ESP's Online Systematic Stress Management Program and has developed the ESP Lunch and Learn Series on *Stress Management, Communication and Dealing*

Effectively with Change. Hartman provides training to supervisors and managers on how to identify an employee appropriate for referral to the ESP and methods to effectively make the referral. She developed the ESP training programs *Take Charge of Your Stress* and *Working with the Challenges of Shift Work*. She also provides training on *Coping with Grief and Loss*, *Dealing Effectively with Change* and *ESP Orientation*.

Her goal is to encourage employees to reach out early when they first experience problems.

Hartman holds a Master of Social Work degree from the University of Michigan, Ann Arbor and a B.A. in history from Wayne State University, Detroit. She is a Certified Social Worker with the State of Michigan and a member of the Academy of Certified Social Workers and the National Association of Social Workers.

In addition she has trained with Dr. Jeffrey Mitchell of the International Critical Incident Stress Foundation to provide critical incident debriefings and defusings to state employees.

Hartman began her career with the State of Michigan as a Children's Protective Services Worker in the then Dept. of Social Services. In 1991, she worked with laid-off state employees when she participated in the State Employee's Reemployment Resource Center and worked on the development of a downsizing debriefing. Prior to joining ESP, Hartman worked as a counselor at a private employee assistance program company.

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MICHIGAN STATE INDUSTRIES STAFF RECEIVE AWARDS



Lloyd Kimbrell, MSI Admin., Roger Dickinson, Supt. Textile Factory, Deputy Dir. Barry McLemore



Mike Williams, Supt. Parnall Laundry and Jim Best, Operations Mgr.



Dale Baum, Supt. Agribusiness and Jay Ketcik, Operations Mgr.

Three Michigan State Industries factory superintendents received awards at the annual MSI Superintendent's meeting this year. Traveling Factory Excellence Awards went to the Parnall Correctional Facility's (SMT) laundry superintendent Mike Williams and to agribusiness superintendent Dale Baum. The traveling awards go in the facility warden's showcase for a year. Each honored factory is also presented with an individual plaque to display permanently within the factory.

The Parnall Laundry was commended for cleaning up, rebuilding and getting back to business after the fire in October 2003. The job was completed for approximately \$750,000 less than the Department of Management and Budget's renovation estimate. This savings was realized by the innovation and efforts of MSI Laundry supervisors

and prisoner workers who did much of the cleanup and renovation work themselves. The laundry began full operation again on December 1, 2004.

The MSI Dairy operation under Agribusiness was commended for moving to a renovated warehouse area within SMT and creating a new state-of-the-art dairy operation. The expanded product lines and production gives the operation a much better chance of profitability and provides an up-to-date processing environment for prisoner programs. The dairy opened for business October 8, 2004.

Roger Dickinson was also given the Director's Professional Excellence Award. He was commended for restoring the textile factory into a profitable operation resulting in a motivating, safe and comfortable work environment for staff and prisoners.

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